

## **PROPOSED SCHOOL DISTRICT RESOLUTION**

SCHOOL DISTRICT R-1  
IN THE CITY AND COUNTY OF JEFFERSON,  
STATE OF COLORADO  
RESOLUTION NO. \_\_\_\_\_

### **Resolution in Support of our LGBTQ+ Students, Employees, and Community Members**

WHEREAS, Jeffco Public Schools (“JPS”) is committed to providing safe and welcoming spaces where all students, employees, and community members are supported, regardless of their gender identity or sexual orientation; and

WHEREAS, the Board whole-heartedly embraces JPS’s LGBTQ+ students, employees, and community members for the diversity they bring to our schools and workplaces and strives to ensure that they are seen, accepted, and celebrated for who they truly are; and

WHEREAS, the Board expresses extreme concern about any action that would limit the rights of this valued community and will stand firm to reject any proposed limitation or attempt to de-value this community;

NOW, THEREFORE, BE IT RESOLVED, that the Jeffco Public Schools’ Board of Education restates its strong commitment to its LGBTQ+, intersex, gender expansive, nonbinary, and gender non-conforming students and employees by re-emphasizing the necessity that JPS’s Anti-Discrimination Board Policies are fully implemented throughout the District; and

BE IT FURTHER RESOLVED, as a few examples of these commitments (but certainly not an exhaustive list), students, employees, and community members can expect that by the 20-21 school year JPS will:

- Work to expand Gender and Sexuality Alliances (GSAs) into every middle and high school, as well as other supports in the District’s schools.
- Update anti-discrimination and harassment policies to strengthen LGBTQ+ educator protections including adopting a transgender educator policy.
- Change the language in transgender student policy to place less emphasis on case-by-case management, making the needs of the individual the priority. Create a clearer definition of what it means to be “out” and what it means to be “outed” with regards to Jeffco student policy.
- Create and begin implementing a plan through the Student Engagement Office in collaboration with the JCEA LGBTQ+ Caucus for all staff and administration to be trained on building a safe culture for LGBTQ+ students and staff at school.
- Support the teaching and development of LGBTQ+ affirming curriculum across grade levels and content areas
- Include resources for LGBTQ+ students in school handbook, planner, and online.

- Update HR policies including: less prohibitive name change procedures; removing unnecessary instances where gender identity is used as a category; adding non-binary gender options; changing onboarding references from “wife” and “husband” to “spouse”.
- Clarifying the chain of command for procedure when LGBTQ+ anti-discrimination and support policy violations occur. Designate a person who will be the main point of contact on transgender policy who is a trained expert on LGBTQ+ issues. Perform a cost impact analysis to move towards hiring an outside consultant, or bringing on a full time employee to facilitate this role.

Resolved this \_\_\_\_ day of June, 2019